

Plano Independent School District
Aldridge Elementary
2023-2024 Improvement Plan



Board Approval Date: October 3, 2023

Mission Statement

Create and provide a foundation of meaningful educational experiences for every child to succeed in developing the ultimate “you.” Enter to learn, Leave to succeed.

Vision

Aldridge Elementary promotes lifelong learners in a nurturing environment where learning flourishes, growth is empowered and all experience a sense of value and accomplishment through leadership opportunities, collaboration, and contributions to the global community with discipline and creative thinking.

Value Statement

Aldridge- Knowing, Developing, and Building, doing what’s best for kids

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Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Local benchmark or common assessments data
- Running Records results

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Section 504 data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- T-TESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Study of best practices
- Other additional data

Goals

Goal 1: Pillar 1 - Teaching and Learning - All Plano ISD students will be challenged to make appropriate individual growth through high quality programming and instruction that is relevant, engaging and differentiated to meet students' learning needs.

1.1 Strategic Plan - Improve, align and remove barriers for academic programs to ensure they are accessible to and differentiated for all students to achieve high levels of learning.

1.2 Strategic Plan - Develop and deliver systems for learning that articulate expectations and provide support for all staff, campus administrators and district office leaders to ensure engaging, high levels of learning for all students.

1.3 Strategic Plan - Design and implement a program evaluation model and calendar that provides data for program improvement on an annual basis.

1.4 Strategic Plan - Design student experiences to increase student agency and engagement in and out of the classroom.

1.7 DIP - Plano ISD will increase student learning as evidenced by an increase in the percentage of students performing at the Meets grade level standard on STAAR/EOC ELAR from 2022 baseline to 2024.

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1.9 DIP - Plano ISD will increase student learning in Science as evidenced by an increase in the percentage of students performing at the Meets grade level standard on STAAR/EOC Science from 2022 baseline to 2024.

1.10 DIP - Plano ISD will increase student learning in Social Studies as evidenced by an increase in the percentage of students performing at the Meets grade level standard on STAAR 8 Social Studies from 2022 baseline to 2024.

Performance Objective 1: K-5 READING LANGUAGE ARTS

HB#3 - The percent of 3rd grade students that score Meets grade level or above on STAAR Reading will increase from 59% in 2023 to 61% by June 2024. The Special Education student group performance will increase from 25% in 2023 to 27% by June 2024. The Economically Disadvantaged student group performance will increase from 24% in 2023 to 26% by 2024.

The percent of 4th grade students that score Meets grade level or above on STAAR Reading will increase from 64% in 2023 to 66% by June 2024. The Special Education student group performance will increase from 33% in 2023 to 35% by June 2024. The Economically Disadvantaged student group performance will increase from 25% in 2023 to 27% by 2024.

The percent of 5th grade students that score Meets grade level or above on STAAR Reading will increase from 69% in 2023 to 71% by June 2024. The Special Education student group performance will increase from 27% in 2023 to 29% by June 2024. The Economically Disadvantaged student group performance will increase from 48% in 2023 to 50% by 2024.

HB3 Goal
Evaluation Data Sources: 2024 STAAR Reading Language Arts

Strategy 1 Details		Reviews		
Strategy 1: Grade level teams will focus on writing instruction to improve scores in the writing reporting category for each grade level. Strategy's Expected Result/Impact: This strategy will improve writing reporting category scores and raise the scores on the overall Reading Language Arts STAAR test. Staff Responsible for Monitoring: team leaders, administration, academic support		Formative		Summative
		Nov	Feb	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

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Performance Objective 2: K-5 MATHEMATICS

HB3 - The percent of 3rd grade students that score Meets grade level or above on STAAR Math will increase from 54% in 2023 to 56% by June 2024. The Special Education student group performance will increase from 38% in 2023 to 40% by June 2024. The Economically Disadvantaged student group performance will increase from 12% in 2023 to 14% by 2024.

The percent of 4th grade students that score Meets grade level or above on STAAR Math will increase from 65% in 2023 to 67% by June 2024. The Special Education student group performance will increase from 44% in 2023 to 46% by June 2024. The Economically Disadvantaged student group performance will increase from 25% in 2023 to 27% by 2024.

The percent of 5th grade students that score Meets grade level or above on STAAR Math will increase from 67% in 2023 to 69% by June 2024. The Special Education student group performance will increase from 18% in 2023 to 20% by June 2024. The Economically Disadvantaged student group performance will increase from 29% in 2023 to 31% by 2024.

HB3 Goal

Evaluation Data Sources: 2024 STAAR Math

Strategy 1 Details		Reviews		
Strategy 1: Implement Number Talks routinely across all grade levels and discuss with teams to ensure implementation. Strategy's Expected Result/Impact: Improvement in developing number sense and foundational skills. Staff Responsible for Monitoring: Collaborative Team Chair Leads & Teachers TEA Priorities: Build a foundation of reading and math		Formative		Summative
		Nov	Feb	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

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Performance Objective 3: K-5 SCIENCE

The percent of 5th grade students that score Meets grade level or above on STAAR Science will increase from 51% in 2023 to 53% by June 2024. The Special Education student group performance will increase from 9% in 2023 to 11% by June 2024. The Economically Disadvantaged student group performance will increase from 24% in 2023 to 26% by 2024.

Evaluation Data Sources: 2024 STAAR Science

Strategy 1 Details	Reviews		
Strategy 1: Collaborative teams will focus on strengthening tier one instruction in science at all grade levels to build a foundation of knowledge and skills that lead up to and support science learning in fifth grade. Strategy's Expected Result/Impact: increase in Science MAP scores and 3rd, 4th and 5th grade levels; increase in STAAR science scores for 5th grade Staff Responsible for Monitoring: collaborative team chairs	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: Pillar 2 - Life Ready - All Plano ISD students will have access to programs and experiences that will build a future-ready workforce and successfully bridge students to their chosen pathways.

Strategic Plan - 2.1 Design, build and implement programs that provide expanded pathways for students to high-wage, high-demand careers that span a variety of interests.

Strategic Plan - 2.2 Provide improved marketing, communications and advising for students and families related to pathways for the future.





Strategic Plan - 2.3 Increase access and opportunities for students to achieve CCMR readiness status (Pre-K through 12th grade system).

DIP - 2.4 Plano ISD will reach and maintain the long term four-year graduation rate for All Students and all student groups at 98.0% or higher by 2037-38 school year. The interim goal is to reach and maintain a four-year graduation rate of 92.7% or higher for all students.

DIP - 2.5 Plano ISD will reach and maintain the long term CCMR rate for All Students at 93.0% or higher by 2037-38 school year. The interim goal is to reach and maintain a CCMR rate of 88% or higher for the all student group.

Performance Objective 1: AVID strategies will be implemented routinely on campus to support college and career readiness.

Evaluation Data Sources: walk-through data

Strategy 1 Details		Reviews		
Strategy 1: AVID strategies for each month will be communicated through the morning announcements. Strategy's Expected Result/Impact: Teacher will utilize the monthly AVID strategies. Staff Responsible for Monitoring: AVID coordinator, administration		Formative		Summative
		Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Pillar 3 - Talent Acquisition, Support, and Growth - The care, development and support of our Plano ISD staff are the foundation of our ability to recruit, hire and retain the necessary talent to provide a caring, nurturing yet rigorous environment for all students.





Strategic Plan - 3.1 Implement a talent recruitment, development and retention plan to ensure a highly qualified staff member in every position.

Strategic Plan - 3.2 Design and deliver a multi-pronged, aligned Professional Learning plan for onboarding and continuous growth to increase student engagement, achievement and growth.

Strategic Plan - 3.3 Design and implement systems and opportunities to strengthen the Plano ISD Leadership Pipeline for all levels of the organization.

Performance Objective 1: Aldridge will retain highly qualified staff from year to year.

Evaluation Data Sources: T-TESS

Strategy 1 Details		Reviews		
Strategy 1: New teachers will be mentored and supported with strategies for instruction and classroom management. Strategy's Expected Result/Impact: New teachers will be retained due to the support and coaching they receive. Staff Responsible for Monitoring: 504 coordinator, administration, team leaders		Formative		Summative
		Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Pillar 4 - Safety, Wellness & Community Engagement - All Plano ISD facilities will provide a safe and welcoming environment for students, staff and families to experience a sense of belonging.

Strategic Plan - 4.1 Implement safety measures and protocols at all facilities and events.





Strategic Plan - 4.2 Implement interventions and systems of support to ensure a safe, orderly and respectful learning environment.

Strategic Plan - 4.3 Create a culture of belonging for all members of the Plano ISD community.

Strategic Plan - 4.4 Engage the community through timely, consistent and innovative communication.

DIP - 4.5 To support student academic achievement, the district and all campuses will incorporate effective strategies to improve student attendance and behavior.

Performance Objective 1: The all student and individual student group attendance rates will be maintained at 96% or higher.

Strategy 1 Details		Reviews		
Strategy 1: Aldridge will document outreach efforts for families exhibiting attendance issues and will seek support through the PARB process. Strategy's Expected Result/Impact: Attendance rates will improve. Staff Responsible for Monitoring: administration, registrar		Formative		Summative
		Nov	Feb	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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DIP - 4.5 To support student academic achievement, the district and all campuses will incorporate effective strategies to improve student attendance and behavior.

Performance Objective 2: The district and campuses will incorporate behavior management strategies to reduce the number of discipline placements and maintain a disproportionality risk ratio of 2.0 or lower in each student group.

Strategy 1 Details	Reviews		
Strategy 1: Administration will provide guidance and professional development to teachers to support behavior management in the classroom. Strategy's Expected Result/Impact: Office referrals will decrease. Staff Responsible for Monitoring: administration	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 4: Pillar 4 - Safety, Wellness & Community Engagement - All Plano ISD facilities will provide a safe and welcoming environment for students, staff and families to experience a sense of belonging.

Strategic Plan - 4.1 Implement safety measures and protocols at all facilities and events.

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Strategic Plan - 4.3 Create a culture of belonging for all members of the Plano ISD community.

Strategic Plan - 4.4 Engage the community through timely, consistent and innovative communication.

DIP - 4.5 To support student academic achievement, the district and all campuses will incorporate effective strategies to improve student attendance and behavior.

Performance Objective 3: The district and campuses will reduce the number of drug incidents (PEIMS Codes 04 & 36) and alcohol (PEIMS Code 05) incidents by 10% based on 2022-23 baseline.

Goal 4: Pillar 4 - Safety, Wellness & Community Engagement - All Plano ISD facilities will provide a safe and welcoming environment for students, staff and families to experience a sense of belonging.

Strategic Plan - 4.1 Implement safety measures and protocols at all facilities and events.

Strategic Plan - 4.2 Implement interventions and systems of support to ensure a safe, orderly and respectful learning environment.

Strategic Plan - 4.3 Create a culture of belonging for all members of the Plano ISD community.

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DIP - 4.5 To support student academic achievement, the district and all campuses will incorporate effective strategies to improve student attendance and behavior.

Performance Objective 4: The district will reduce the number of bullying (PEIMS Code 61) incidents by 10% based on the 2022-23 baseline. Each campus will reduce the number of incidents by 10% or at least 1 incident based on their 22-23 baseline.

Strategy 1 Details		Reviews		
Strategy 1: Aldridge will minimize bullying by providing students with instruction on how to recognize the difference between rudeness, conflict, and bullying. Strategy's Expected Result/Impact: Students will not report situations involving rudeness and conflict as bullying. Staff Responsible for Monitoring: counselor, teachers, administration	Formative		Summative	
	Nov	Feb	June	
<div><div><div>0%</div><div>No Progress</div></div><div><div>100%</div><div>Accomplished</div></div><div><div>→</div><div>Continue/Modify</div></div><div><div>✗</div><div>Discontinue</div></div></div>				

Goal 4: Pillar 4 - Safety, Wellness & Community Engagement - All Plano ISD facilities will provide a safe and welcoming environment for students, staff and families to experience a sense of belonging.

Strategic Plan - 4.1 Implement safety measures and protocols at all facilities and events.





Strategic Plan - 4.2 Implement interventions and systems of support to ensure a safe, orderly and respectful learning environment.

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Strategic Plan - 4.4 Engage the community through timely, consistent and innovative communication.

DIP - 4.5 To support student academic achievement, the district and all campuses will incorporate effective strategies to improve student attendance and behavior.

Performance Objective 5: All incidents requiring a threat assessment will be completed per District policy.

Strategy 1 Details	Reviews		
Strategy 1: Administration will work with the Threat Assessment Team to complete assessments when necessary. Strategy's Expected Result/Impact: Threat Assessments will be completed. Staff Responsible for Monitoring: administration	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: Pillar 5 - Partnerships & Strategic Resource Management - Plano ISD will maximize resources and community partnerships to achieve district goals that meet the needs of students and staff.

Strategic Plan - 5.1 Increase community partnerships to elevate student learning outcomes and experiences.

Strategic Plan - 5.2 Implement budget processes through the Strategic Allocation Model to ensure resource alignment to student needs and desired outcomes.

Strategic Plan - 5.3 Develop and implement plans to efficiently use district facilities that will provide expanded opportunities for students.

DIP - 5.4 Federal and State Mandates

Performance Objective 1: Administration will work with PTA and the community to create partnerships.

Evaluation Data Sources: SBIC membership

Strategy 1 Details		Reviews		
Strategy 1: Administration will conduct community outreach through the publishing of the weekly Smore. Strategy's Expected Result/Impact: Community members will volunteer to be involved on campus in a variety of ways. Staff Responsible for Monitoring: administration, teachers		Formative		Summative
		Nov	Feb	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				